

STATE OF NEW HAMPSHIRE
Commission on the Status of Women

BIENNIAL REPORT
JULY 1, 2005 TO JUNE 30, 2007

Submitted November 1, 2007
Pursuant to NH RSA Chapter 19-B

STATE OF NEW HAMPSHIRE

Commission on the Status of Women

BIENNIAL REPORT JULY 1, 2005 TO JUNE 30, 2007

RESPECTFULLY SUBMITTED TO

Governor of New Hampshire
The Honorable John H. Lynch
&

II. Executive Councilors

The Honorable Raymond S. Burton
The Honorable John D. Shea
The Honorable Beverly A. Hollingworth
The Honorable Raymond J. Wieczorek
The Honorable Debora B. Pignatelli
&
Secretary of State
William M. Gardner

Submitted November 1, 2007
Pursuant to NH RSA Chapter 19-B

STATE OF NEW HAMPSHIRE COMMISSION ON THE STATUS OF WOMEN

BIENNIAL REPORT JULY 1, 2005 TO JUNE 30, 2007

Mission

We will advocate on behalf of the diverse population of the state's women by identifying and seeking to remedy historical and institutional discrimination that act as social, political, and economic barriers to the full realization of women's rights.

Vision

Because of our work, the women of New Hampshire will more fully enjoy gender equality in all aspects of life through equal worth for equal work, through greater leadership presence in government and business, and through recognition of women's contributions to the family, the community, and the state.

Action

We are committed to educating stakeholders on the status of women in our state, to stimulating positive change through advocacy and outreach, and to honoring the accomplishments of women and others who, by enhancing the status of women,
Improve the lives of all.

Strategic Goals

Create pathways and pipelines for women's advancement
Develop leadership opportunities for women's unique perspectives and experiences
Promote engaged awareness of a gender fair society

ENHANCING THE STATUS OF WOMEN. IMPROVING THE LIVES OF ALL.

A. FUNCTION AND ACTIVITIES

The New Hampshire Commission on the Status of Women was established as a state agency by the Legislature in 1969 under Chapter 19-B. The duties of the Commission, as outlined in its statute, are as follows:

- I. Stimulate and encourage throughout the state study and revision of statutes relative to women in this state;***
- II. Recommend methods of overcoming discrimination against women in public and private employment and civil and political rights;***
- III. Promote more effective methods for enabling women to develop their skills and continue their education; and***
- IV. Secure, so far as possible, appropriate recognition of women's accomplishments and contributions to the state.***

The function and activities of the New Hampshire Commission on the Status of Women are determined by the Commission's enabling statute. Outlined below is a summary of the programs, projects, and services of the Commission for the biennial period of July 1, 2005 through June 30, 2007.

I. The Commission shall stimulate and encourage throughout the state study and revision of the statutes relative to women in this state.

- **Legislative Advocacy (2006, 2007)**

Over this biennium the Commission on the Status of Women reviewed and monitored more than 80 pieces of proposed legislation relative to issues of concern to NH women.

During the 2006 session the Commission was successful in assisting in drafting and gaining support for legislation (SB 262) which resulted in the creation of an Interagency Coordinating Council on Female Offenders as well as the designation of an Administrator for Women's Programs and Services within the Department of Corrections.

Other areas of legislative focus which the Commission focused on throughout this biennium were:

- *Family Law Issues*
 - *Revisions to Child Support Guidelines*
 - *Increase in NH Minimum Wage*
 - *Modifications to TANF Program Regulations and Program Services*
 - *Further Study of TANF Standards and Adequacy*
 - *Study of Human Trafficking Issues*
 - *Study of Work and Family Issues*
 - *Violence Against Women*
 - *Civil Rights:*
 - Gay and Lesbian*
 - Immigrants*
 - *Reproductive Health*
 - *Divorce and Health access.*
- **How to Get Appointed to State Boards and Commissions: A Five Step Guide**

Throughout the 2005-7 biennium, the Commission has worked to develop and print a new publication. This product will be widely circulated throughout the state in the

interest of encouraging individuals who may have interest in providing service to NH citizens. The publication will be available for hard-copy distribution and will be added to the Commission's website in the Fall, 2007.

- **Wednesday at Walker's – Legislative Policy Briefings**
These Commission-sponsored events have received very favorable responses from members of the NH House of Representatives and NH Senate over this biennium. In March 2006 UNH Economist Ross Gittell presented on "Family Organization and the Economic Status of Women". In January 2007, Katie Merrow of the NH Women's Policy Institute presented on "The Gender Wage Gap in New Hampshire".
- Combined attendance for these events was over 200 with cooperation from the House and Senate leadership as well as the Governor's office and Executive Council members. Evaluations indicated that these presentations were viewed as helpful, timely, and relevant, and those in attendance expressed great appreciation for these program offerings.

II. The Commission shall recommend methods of overcoming discrimination against women in public and private employment and civil and political rights.

- **Incarcerated Women in New Hampshire**
Since the release in 2004 of the NH Commission on the Status of Women's publication "Double Jeopardy: Educational and Training Programs for New Hampshire's Female Offenders" (currently out of print but available on the Commission's website, www.nh.gov/csw), the Commission has continued to play a key leadership role in a number of initiatives related to the original project. In 2006, SB 262 was passed into law with the result that an Administrator position at the Department of Corrections was created. This position was created to develop and oversee gender-responsive policies, programs, and services to more effectively meet the needs of New Hampshire's female inmates. Additionally SB 262 created the Interagency Coordinating Council on Female Offenders which was charged with joining all three branches of government and community service providers to leverage resources and optimize outcomes for female offenders. This council is an historical benchmark, making this particular population the focus of policy analysis and program implementation.

The NH Commission on the Status of Women is a valued participant on the Interagency Coordinating Council and will continue to provide support and advocacy for New Hampshire's incarcerated female population and their families in the next biennium.

- **The Gender Equity in Education Task Force**
Under Title IX of the Educational Amendment of the Civil Rights Act, enacted in 1972, gender discrimination and sexual harassment are prohibited behaviors in schools. In order to proactively address this issue, the Commission has continued to play an active role in efforts that will make all New Hampshire schools free of sexual harassment and gender discrimination. During the 2005-7 biennium, the Commission has worked in concert with the NH Department of Education and the NH Attorney General's Office to develop and deliver a curriculum for the training of all Title IX Coordinators statewide. The work of the Gender Equity in Education Task Force, of which the Commission is an essential partner, will continue into the next two years with the goals of transitioning the statewide annual training programs to the NH School Administrators Association and to foster legislation to require that all Title IX school coordinators be required to receive the training necessary to optimally fulfill their role within two years of their appointment.
- **The Legal Handbook for Women in New Hampshire (2004)**
Manual de Derechos de las Mujeres de New Hampshire (2005)
The newly revised *Legal Handbook for Women in New Hampshire* was fully translated into a language other than English and the Commission released the Spanish language edition in October 2005. Throughout this biennium, more than 1500 copies of the Spanish language

version of this valuable resource tool have been distributed throughout New Hampshire as well as to other states and countries. In addition, during this period of time, nearly 1800 English language editions of this valuable resource document have been distributed statewide. Both editions of the *Legal Handbook* are available as well on the website maintained by the NH Commission on the Status of Women.

The *Legal Handbook* has been the basis of training workshops at a number of statewide conferences including the Annual Governor's Commission on Domestic and Sexual Violence Conference, the Minority Women's Health Conference, Second Start Career Conference, and others.

Due to a number of changes in relevant NH statutes, particularly in the area of family law, the Commission is working on a major revision of the *Legal Handbook* which will be completed and translated during the coming biennium.

- **United Nations Commission on the Status of Women**

During this biennium, the NH Commission on the Status of Women was invited to participate in international briefings as part of the UN Commission on the Status of Women's 50th Annual Session in 2006, and 51st Session in 2007. The Commission's Executive Director, Theresa de Langis presented at the 51st session as part of a panel on the topic: "Women's Commissions as Institutional Mechanisms to Enhance the Status of Women". These opportunities to further explore issues facing women on an international level have brought additional occasion to expand the scope of the Commission's work and to bring attention to the Commission's advocacy to other states and nations. Additionally, these meetings provided opportunities to distribute the Commission's *Legal Handbook for Women* as an example of valuable resources that the Commission has been able to produce and distribute.

- **Get Out the Vote**

In November, 2006, the NH Commission on the Status of Women partnered with the Latin American Center in Manchester to provide voter access information in both Spanish and English. For many individuals this was the first time they had received such important information in their native language and a number of individuals became first-time voters as a result of this initiative

- **Women's Circles**

This initiative originated in Manchester through the efforts of the NH Commission on the Status of Women in partnership with the NH Citizens Alliance. Immigrant and refugee women from a number of countries participated with the ultimate goal of capturing women's histories in writing and photo displays and to build trust and form important bonds.

III. The Commission shall promote more effective methods for enabling women to develop their skills and continue their education.

- **Resource and Referral**

Constituents throughout the State of NH contact the Commission with great frequency requesting information, support, referrals or resources. Commission staff respond promptly via telephone, e mail, or letter to all requests for information and resources on a wide variety of topics and issues. Many of those who contact the Commission have been referred by state and community agencies including the NH Attorney General's office, the Human Rights Commission, and others.

The Commission continues to maintain and updates regularly a vast resource

and referral library including books, brochures, pamphlets, curriculums, and resource guides illustrating the contributions of women to this state and the nation. Additionally, the Commission's website at www.nh.gov/csw contains an extensive compendium of information and resources and maintains a regularly updated employment opportunities directory.

- **Girls Connect**

To encourage girls in science and technology, the Commission on the Status of Women partnered with the NH International Society for Technology and Education, Girls Inc. of NH, For Inspiration and Recognition of Science and Technology (FIRST), Girl Scouts of Swiftwater Council, Robot Chicks Union (since renamed "TechnoChicks") and other sponsors to provide workshop opportunities building LEGO robots for middle school age girls to encourage their interest in math and science while emphasizing the importance of these fields for future economic opportunities.

In 2006 Girls Connect events were held in Manchester, with one being held on site at the Youth Development Center. The Commission has continued to provide support and encouragement to the conveners of FIRST and the "TechnoChicks" from New Hampshire as these initiatives continue nationally to increase girls' exposure and further their participation in math, science, and technology.

- **Family Assistance Advisory Council (FAAC)**

Throughout the biennium, the Commission remained an active participant in the Family Assistance Advisory Council which was originally convened by the Department of Health and Human Services, Division of Family Assistance. This is a collaborative partnership of state, local and regional agencies, community social service organizations and advocates who work together with the goal of alleviating poverty while enhancing family well being by optimizing to the greatest extent the positive impacts of the Temporary Assistance to Needy Families programs.

- **Legislative Task Force on TANF (HB 1461)**

The Commission on the Status of Women was designated to participate in the Legislative Task Force on TANF (Temporary Assistance to Needy Families). This entity was convened in 2006 as the result of passage of HB 1461 to review and make recommendations on a number of issues specific to the needs of families who receive TANF assistance and to further determine the adequacy of current grant levels. The Task Force specifically studied the areas of housing, childcare, and transportation statewide and evaluated both the affordability and availability of each of these basic needs to TANF recipients. A fourth area of study was that of "Special Populations" and this sub-committee was chaired by the then Commissioner designee. The concerns raised by this group led to extensive discussion and concern by the Task Force as to the viability of assessments that are conducted with TANF recipients respective to barriers such as chronic illness, impact of trauma, emotional instability, limited English proficiency and others that might impede TANF applicants from full compliance with all of the requirements specific to the program.. The work of this Task Force has continued with a "final report" due in November, 2007.

- **Governor's TANF Advisory Council**

The Commission on the Status of Women has a designated position on this Council which was also convened in 2006 with the goal of monitoring the impact of TANF program modifications that had been implemented pursuant to HB 1331 which codified changes brought about in response to federal TANF reauthorization rules under the Deficit Reduction Act. This Advisory Council was charged with identifying mechanisms that would ensure that New Hampshire's TANF recipients move from welfare to lasting employment and self sufficiency.

The Advisory Council has worked extensively to fulfill its mandate and was instrumental in providing support for the successful passage of SB 226 which made important and necessary changes to the TANF program regulations (previously enacted in 2006 pursuant to HB1331) so that New Hampshire might be better able to meet the stated goals of providing programs and services to families that allow opportunity to move from poverty into long-term self sufficiency. The work of this Advisory Council will likely end with the release of the final report in November, 2007.

- **AmeriCorps Victim Assistance Program Advisory Board (Partnership) (AVAP)**

The New Hampshire Commission on the Status of Women has been a member of this Partnership since the program's inception in the State of New Hampshire. The AmeriCorps Victim Assistance Program (AVAP) serves a critical need in our state by providing non-duplicated services in the community. With a goal of public service, AVAP members receive extensive specialized training throughout their one year or more of work experience. Volunteers are able to provide vital outreach and educational services regarding the prevalence of domestic and sexual violence and extensive advocacy and support services to victims and survivors through placements in local crisis centers, police departments and the courts. As a result of this AmeriCorps experience many program participants have successfully pursued careers in law enforcement and advocacy for victims of crime.

IV. The Commission shall secure, so far as possible, appropriate recognition of women's accomplishments and contributions to the state.

- The Commission has annually recognized the many contributions women have made to this state and the nation by celebrating **Women's History Month** in March and **Women's Equality Day** in August. Proclamations as requested by Governor Lynch, as well as media releases and events have highlighted the importance of these events.
- In November 2006 the Executive Director of the Commission released information to the media heralding the unprecedented number of female candidates for public office which resulted in a record number of women serving in both the NH House of Representatives (36.5%) and the NH Senate (42%).

- **Annual New Hampshire High School Women's Athletic /Academic Awards Program.**

The Commission on the Status of Women sponsored the 19th Annual High School Women's Athletic/Academic Award Program on February 6, 2006 with nearly 650 young women being recognized as the state's top female student athletes. This program, first established in 1987, was created to encourage young women to participate in sports while also maintaining a B+ average and demonstrating leadership in community service. After assessing the success of the program and the fulfillment of the initial goal of increasing women's participation in sports while emphasizing the importance of academia, the Commission on the Status of Women made the decision to transition "ownership" of this popular event to the NH Athletic Directors Association. It did so successfully in February 2007.

- **Atta Girl Letters**

The Commission recognized the special achievements of women and girls in New Hampshire with **ATTA GIRL** letters. These distinctions are sent at the suggestion of one or more Commissioners in order to provide encouragement, offer congratulations, and acknowledge the notable efforts of an individual or group of girls or women who have provided inspiration and whose actions have embodied the spirit of positive change for women and girls in NH. Over the past biennium more

than 20 such letters were sent to a wide range of recipients including the recent graduates of NH State Prison for Women's first high school diploma program; the three Mann sisters who created and inspired an Annual 5K fundraiser for victims of domestic violence in honor of their mother; Dr. Diane Heuper for her work at the Norris Cotton Cancer Center; The North Country Health Consortium; the Exeter Giving Circle; the Women's Business Center in celebration of their 106th Anniversary; and the "TechnoChicks", a local team of girls building robots who received special recognition at NH FIRST events in 2006.

Additionally, letters of acknowledgement and congratulations are regularly sent to those young women who achieve the "Gold Award" from the Girl Scouts of the Swift Water Council.

- **Women's Recognition Award**

Annually, since 1986, the Commission has honored a woman in New Hampshire who has made positive changes and promoted increased opportunities for women in our state. At a Governor and Council meeting in each of the past two years of the biennium, the Commission recognized two outstanding women and publicly acknowledged their notable achievements.

In 2006 the recipient was Nikki Miller who has worked tirelessly as the founder and President of the New Hampshire Task Force on Women and Recovery. This year's Award was given to JerriAnne Boggis who founded the Harriet Wilson project in order to bring recognition to America's first published African-American female author who lived in Milford, NH in the 1860's.

In addition to the Annual Women's Recognition Award, in October 2006 long time Executive Councilor Ruth Griffin was given a Lifetime Achievement Award in acknowledgment of and to honor her many years of service to the citizens of New Hampshire.

STATE OF NEW HAMPSHIRE
COMMISSION ON THE STATUS OF WOMEN
BIENNIAL REPORT

III. July 1, 2005 to June 30, 2007

Submitted November 1, 2007, Pursuant to NH RSA Chapter 19-B

IV. Contents

A. Function and Activities

B. Commission Structure and Development

1. Commission Structure
2. Committee Structure
3. Commission and Staff Development

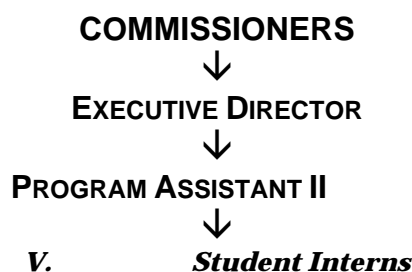
C. Personnel Data

- D. Physical Plant and Property Appraisals
- E. Receipts and Expenditures
- F. Legislation
- G. Recommendations

COMMISSION STRUCTURE AND DEVELOPMENT

1. COMMISSION STRUCTURE

The Commission is comprised of fifteen members who serve on a voluntary, non-salaried basis and are appointed by the Governor and Executive Council to fully represent the geographic diversity of the state. Members serve for three-year terms and are limited to two consecutive terms. The Governor and Executive Council also designate the Commission chair, vice-chair, secretary and treasurer (Chapter 19-B: 1 through 19-B: 3). An executive director and program assistant make up the paid staff of the Commission, with student interns serving on a voluntary, unpaid basis as needed.



COMMISSION MEMBERS AND TERM EXPIRATIONS, for 2005-2007 biennium, are as follows:

Patricia Yosha, Chair 05-06	Exeter	October 2006 (2nd term)
Laurie Chandler, Vice Chair 05-06, Chair 06-07	East Kingston	October 2005 (1st term)
Janice Markey, Secretary 06-07	Center Tuftonboro	October 2009 (2nd term)
Jessica Stern, Treasurer 06-07	Concord	October 2007 (2nd term)
Anne Broderick Botteri	Goffstown	October 2009 (2nd term)
Linda Johnson, Esquire	Manchester	October 2009 (2nd term)
Marie Metoyer, M.D.	Manchester	October 2007 (2nd term)
Elizabeth Paine, Esquire, Vice Chair 06-07	Andover	October 2007 (2nd term)
Lillye Ramos Spooner	Manchester	October 2008 (2nd term)
Pamela Remick	Lancaster	October 2009 (2nd term)
Bonnie White	Hopkinton	October 2009 (2nd term)
Stefany Shaheen	Portsmouth	October 2008 (1st term)
Valerie Cunningham	Portsmouth	October 2008 (1 st term)
Ronna Wise, Esquire	Contoocook	October 2006 (1 st term)
Sylvia Gale	Nashua	October 2005-Sept 2007
A. Ronnie Sandler	Easton	October 2009 (1 st term)

Throughout the 05-07 Biennium, Commissioners have documented an average of 50 hours per month as “in-kind” contributions of their valuable time and expertise to further the mission of the Commission. These volunteer hours have been provided throughout the State of New Hampshire at speaking engagements, civic and community celebrations, legislative support and testimony, work on Commission subcommittees, as well as monthly attendance at Commission meetings.

The **EXECUTIVE DIRECTOR** is responsible for the administration of all facets of the Commission, including, but not limited to:

- overseeing fiscal management;
- creating, developing, and coordinating state-wide programs, projects, and publications to promote the policy and fulfill the legislative mandate of the Commission;
- responding to the press and public inquiries and requests for information;
- promoting, via public relations and public speaking, the mission of the Commission;
- recruiting, hiring, training, and evaluating staff;
- serving as liaison to members of the legislative and executive branches; state and federal agencies; regional state and national women’s organizations; non-profit and for-profit agencies and businesses; and
- securing outside funding for special projects, programs, and publications of the Commission.

The position of Executive Director was re-classified to LG29 in 2006, and the incumbent in that position, Theresa de Langis, made the decision to resign in the late Spring of 2007. The Executive Committee of the Commission commenced an Executive Director search process, which resulted in the installation of the new Executive Director, Sylvia Gale, and a former Commissioner in August 2007.

The position of Program Assistant was re-classified from a PA I to a PA II in 2007, and was filled by several incumbents during this biennium. Nancy Normand currently serves in this position (since 12/06) and is responsible for supporting the programs and projects of the Commission and for providing assistance to the Executive Director in the daily activities of the Commission office. Duties include administrative support for both the Executive Director and the 15-member board, accounts payable and receivable, maintaining computer databases, overseeing information technology including web page maintenance and on-line requests, purchasing, media communications, public outreach and information referral, and recruiting and overseeing student interns.

During the 2005-2007 biennium, the Commission supervised nine **STUDENT INTERNS**. The Commission also supervised one community service volunteer. Interns carry out special projects for the Commission and assist in the day-to-day operations of the office in return for college credits. The Commission views its internship program as central to fulfilling its mandate to promote women’s education and leadership skills.

2005-2007 Interns

Abby Moynihan, Franklin Pierce Law, Summer 2007
 Melissa Jenkins, Saint Anselm College, Spring 2007
 Candace Cunha, Saint Anselm College, Spring 2007
 Samira Alic, Tufts University, Summer 2006
 Erin Callahan, Franklin Pierce Law, Summer 2005
 Saira Boyle, Franklin Pierce Law, Spring 2006
 Gina Lalli, University of New Hampshire, Spring 2006
 Courtney Mardula, Franklin Pierce Law, Summer 2006
 Jennifer Reed, Franklin Pierce Law, Summer 2006

Interns work on average 15 hours per week for 15 weeks, for a total of 225 hours of service each semester.

Valuing this time at \$17.19 per hour*, voluntary internships through the Commission on the Status of Women represents a resource of **\$3867.75 per student, \$34,809.75 per biennium** to the State of New Hampshire.

*As estimated by the Independent Sector for 2003 and reported in “Nonprofit New Hampshire,” New Hampshire Center for Nonprofits, Vol. 4, Issue 4 (May/June 2004).

2. COMMITTEE DEVELOPMENT

The Commission continually strives to streamline its structure in order to best utilize the talents and interests of current members while most efficiently directing Commission operations and most effectively addressing strategic short- and long-range goals as identified in the Commission’s strategic plan. During the 2003-2005 biennium, the Commission was comprised of the **ADMINISTRATIVE COMMITTEE** (appointed officers), along with four standing work groups: **LEGISLATION & PUBLIC POLICY; CIVIL, LEGAL & POLITICAL RIGHTS; EDUCATION & EMPLOYMENT; AND RECOGNITION.** Ad hoc **PROJECT TEAMS** are chaired by Commissioners and focus efforts and activities on a particular strategic goal. Volunteers from businesses, agencies, organizations, and the public sit on many of the task forces and project teams chaired by the Commission under the purview of its work groups.



3. COMMISSION AND STAFF DEVELOPMENT

In order to most effectively carry out its legislative mandate and to best serve the women of New Hampshire, the Commission continually assesses means to strengthen the organization as a whole. Some achievements in this area during the last biennium include:

- **MISSION VISION ACTION: THE STRATEGIC PLAN**
At its annual strategic planning retreat in October of 2004, the Commission adopted a vision statement and 5-year plan, incorporating strategic goals with measurable impact to enhance the status of women in the state in the areas of pay equity, business leadership, and political engagement.
- **PERFORMANCE-BASED PROJECT PLANNING AND EVALUATION.**

The Commission continues to refine its use of **OBJECTIVE AND PERFORMANCE EVALUATION MEASURES** for all proposed programs, enabling Commission staff and members to leverage resources via focused goals with measurable outcomes and impacts.

- **OPERATIONAL EFFICIENCIES**

The Commission continues to optimize its **INFORMATIONAL TECHNOLOGY CAPABILITIES**, updating computer hardware and software, and facilitating communication among Commissioners via e-mail and telephone conferencing. The Commission utilizes, whenever appropriate, **ELECTRONIC DISTRIBUTION MECHANISMS** via PDF software and an e-mail database to distribute topical information and notice of events to a myriad of community organizations and individuals throughout the State of New Hampshire. The Commission contributes to the state's e-government initiative by maintaining the **NHCSW WEBSITE (WWW.NH.GOV/CSW)**, which includes job postings, a calendar of events, NHCSW web directories, and NHCSW publications, available at no charge for download to interested parties.

- **PUBLIC RELATIONS AND ORGANIZATIONAL OUTREACH**

During the biennium, the Commission has worked diligently to maintain the awareness of the citizenry of New Hampshire to the importance of providing equity for women and girls in social, political, and economic realms. Regular press statements are sent out to the state press and other media to commemorate such events as Women's History Month, Women's Equality Day, and Pay Equity Day, as well as to give special recognition to our Annual Women's Recognition Award and High School Athletic/Academic Award ceremonies. The Commission electronically transmits notices of upcoming events and news items of relevance to a number of community organizations and individuals. The Commission on the Status of Women newsletter that had been a semi-annual publication was last produced for the Winter 05-06 and the Spring 06. It is anticipated that a grant-funded marketing initiative will begin in the Fall of 2007 so the Commission may expand and improve its efforts in this area.

Commission members and staff have shared their leadership perspective at a great number of **SPEAKING ENGAGEMENTS** and workshop presentations throughout the state on a variety of topics ranging from legal rights of women, gender equity in education, pay equity in the workplace, and violence against women.

The Commission remains an **ACTIVE PARTNER AND COLLABORATOR WITH STATE AND NATIONAL ORGANIZATIONS**, such as the Women's Bureau of the U.S. Department of Labor, the New Hampshire Coalition Against Domestic and Sexual Violence, the New Hampshire Women's Policy Institute, NH Women's Lobby, the New England Commissions on Women, the National Association of Commissions on Women, among others.

- **RESOURCES & REFERRAL**

The Commission continues to provide a central office in New Hampshire for resources and referrals on numerous issues of relevance to women and their families. Topics include information about the civil, legal and political rights of women and girls; job training, business ownership, educational opportunities statewide and nationally; legislative and policy reports and developments statewide and nationally, among other topics. The Commission also maintains a lending library of resources including books, brochures, pamphlets, curriculum and resource guides related to these issues. A catalogue of the **NHCSW RESOURCE LIBRARY** is located on the Commission's web site. Additionally, the Commission has produced a series of state-focused resource directories, including "A Directory of Funding Sources for Education and Training for New Hampshire Women," "Women in Business: Resources for New Hampshire Business Owners," "Women's Health Links," "First Stop: A Directory of New Hampshire Services for Women;" and "Celebrate Women! A Directory of Resources to Celebrate Women's History."

The Commission publishes, "A Legal Handbook for Women in New Hampshire" in English and in Spanish. This handbook will be revised and reprinted in the Fall and Winter of 2007-2008. A yet to be announced publication will be released in the Fall/Winter of 2007-2008, "How to Get Appointed to State

Boards and Commissions: A Five Step Guide". All of the Commission's publications are also available on its website.

NH Women's History Archives

Throughout the 2005-7 biennium a work group of Commissioners focused their efforts on compiling and cataloguing a collection of documents, which chronicle the significant achievements of NH women. This collection has been transferred to the NH State Library for archiving. The Women's History Project work group of the Commission will continue to develop a NH Women's History Trail in the coming biennium.

C. PERSONNEL DATA

Current Number of Employees (as of 6/30/05)

Unclassified	0
Classified	2
Temporary	0
Total:	2

D. PHYSICAL PLANT AND PROPERTY APPRAISALS

update

	figures (6/30/06)	(6/30/07)
Equipment	6,193.40	6,193.40
Physical Plant	0.00	0.00
Farm	0.00	0.00
Total:	6,193.40	6,193.40

E. RECEIPTS AND EXPENDITURES

<u>Receipts</u>	(6/30/06)	(6/30/07)
State	117,003.82	125,548.32
Other Sources: Donations	5,120.00	2,060.00
Total	122,123.82	127,608.32

II. Expenditures	(6/30/06)	(6/30/07)
Permanent Personnel Services	72,533.55	75,013.34
Current Expenses	4,984.34	4,863.98
Benefits	27,722.87	30,564.41
In-State Travel	2,807.17	2,835.00
Out of State Travel	291.30	405.00
Organizational Dues	250.00	250.00
Commission Publications	0.00	0.00
Awards Program	6,665.00	3,000.00
Transfers to OIT	1,541.23	1,561.00

Total

116,795.46

118,492.73

*Pursuant to RSA 19-B:7 "The Commission may accept any gifts, donations or grants from any source whatsoever provided said gifts, donations or grants so received shall be used exclusively in the furtherance of the duties of the commission."

F. LEGISLATION:

Listed below are significant legislation that was passed during the 2005 and 2006 legislative sessions, which directly affected this agency's responsibilities:

<u>Section of Law</u>	<u>Title of Legislation</u>	<u>Legislation that affected RSA 19-B</u>
RSA 19-B	NH Commission on the Status of Women	None

G. RECOMMENDATIONS:

The Commission on the Status of Women identifies and seeks to remedy discrimination against women in all aspects of public and private life. Many forms of current inequities exist as tenacious remnants of historical and cultural practices dating back hundreds of years. It is only within the last century that women have been legally entitled to own property in their own names, attend institutions of higher education, work in industries and occupations of their choice, file for divorce and retain custody of their children. Naturally, the women in New Hampshire, as well as nationwide, have a lot of ground to make up. Despite these obstacles, the women of the state have done much to improve their status: They comprise 47% of the current labor force; 47% of those who hold managerial and professional positions; and 58% of current 4-year college graduates.

With this in mind, the state must work as a whole to address the findings highlighted in this report, including a dramatic wage gap between men and women; occupational and industry segregation for women in low-wage sectors; and a dearth of women's leadership on public and private governance bodies. What follows are specific recommendations, and areas where the Commission intends to focus its own efforts, to improve the status of New Hampshire women and, thereby, strengthen the state as a whole.

Women & Family Law: Take into account the marriage earning penalty and income disparity between men and women, as identified in "The Economic Status of Working Women in New Hampshire," in child support and divorce decisions.

Women & Economic Development: More vigorously address gender disparity in science, technology, and engineering educational programs and non-traditional career pathways as a means of fully incorporating women in the economic development of the state as a whole.

Women's Wages: Continue to advocate for measures that will impact 67% of the state's low-wage workforce and will help to close the gap in earnings in female-dominated occupations and industries, as identified in "The Economic Status of Working Women in New Hampshire."

Women's Leadership: Increase women's representation on governance boards through more rigorous recruitment and appointments to state-level boards and commissions as well as to Commissioner-level positions to oversee state agencies. Commission publication "How to Get Appointed to State Boards and Commissions: A Five Step Guide" to be widely distributed in coming biennium

Women & Business: Promote women’s business ownership—including micro enterprise and non-traditional occupations--to best leverage the skills and talents of all New Hampshire residents and to enhance the economic self-sufficiency of the state’s working families.

Women & Diversity: Promote and develop initiatives to provide for inclusion of culturally, linguistically, ethnically, and racially diverse women throughout New Hampshire. The Commission is committed to incorporating the needs, issues, and concerns of minority-status women in all of its mission, vision and actions.

Women in Prison: Continue to promote and support the development of gender-responsive programs to benefit the incarcerated female population throughout New Hampshire specific to education, social rehabilitation, job skills opportunities and training, as well as safe and appropriate living conditions.